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24 APR 1958

MEMORANDUM FOR: Acting Deputy Director (Support)

SUBJECT: Questionnaire on Overseas Duty

This memorandum contains recommendations submitted for your approval. Such recommendations are contained in Paragraph 6.

1. PROBLEM:

To determine the most suitable method or methods to be employed to obtain planning data for use in working out various potential accelerated retirement formulae for Agency study.

2. ASSUMPTIONS:

- a. The Agency is committed to develop recommendations for possible adoption of an accelerated retirement program for Agency personnel who have had or will have U.S. Government overseas service.
- b. Any accelerated retirement program which might be adopted would be based upon some combination of length of actual total overseas duty with total length of U.S. Government service and total length of service in the Agency.

3. FACTS:

- a. Agency centralized personnel records, which are now susceptible to various kinds of analysis, already reflect such information as age, sex, grade, length of service, service designation, Career Staff status, personnel serial number and current official assignment.
- b. Because there was no anticipated need or use for them, no centralized records have ever been kept of actual time served overseas for the U.S. Government by Agency personnel on either PCS or TDY.
- c. Many Agency staff employees and staff agents have had substantial military and/or civilian overseas service on behalf of the U.S. Government prior to employment by CIA.

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- d. The information needed and not readily available concerns the kinds of overseas service (military or civilian, PCS or TTY), the beginning and ending dates and where and for what U.S. Government military service or civilian agency it was performed.
- e. Records of prior overseas service of Agency employees on behalf of other U.S. Government organizations are scattered in Archives and in the various files of the respective organizations.
- f. Official Agency personnel actions (Forms no. 50 and 52) are retained in permanent centralized personnel files and reflect dates of official actions, but there is frequently a substantial time lag between official assignment of personnel to overseas T/O's and arrival of such personnel at overseas duty posts; in some cases assignments to O/S T/O's has been "for slotting purpose only" and no overseas duty resulted.
- g. Personnel returning from field duty tours are frequently carried on overseas T/O's for several months after they return to Headquarters.
- h. Cable and dispatch traffic show actual dates of arrival at and departure from field stations on PCS actions and copies are filed in Fiscal or Finance Division files. Cable and dispatch traffic concerning TTY travel is usually not filed in Fiscal or Finance Division files but retained in the Operating Components.
- i. No cable record of personnel movements is maintained in files of the Office of Personnel.
- j. Travel Orders reflect intent and authorization to travel; but deviations from and amendments to Travel Orders are frequent.
- k. Travel Vouchers reflect actual completed travel with accurate dates of departures and arrivals both at Headquarters and in the field.
- l. Generally, Travel Vouchers are available at Headquarters or in Archives or Records Center storage for all Agency travel prior to 1954 or 1955. Subsequent to these times (depending upon the effective date of establishment of various Class A Stations) the following generally is true.
 - (1) Travel Vouchers supporting PCS travel from Headquarters to Class A Stations are retained in the field;
 - (2) Travel Vouchers supporting PCS travel from the field to Headquarters are retained at Headquarters;
 - (3) Travel Vouchers supporting PCS travel between Headquarters and Class B Stations and vouchers supporting all TTY travel from

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Headquarters to the field and return are retained at Headquarters;

- (4) Travel Vouchers supporting TDY travel between field stations and those supporting changes in PCS in the field are retained by Class A Stations and returned to Headquarters by Class B Stations.

- a. At Headquarters, Travel Vouchers are retained in the Fiscal or Finance Division files by true name or pseudonym. Many individuals have more than one such file, each under a different name.
- a. All Travel Vouchers are audited, either at Headquarters or at Class A Stations before being paid or credited to the advance account of the traveller.

4. DISCUSSION:

- a. Analysis of the facts concerning the availability at Headquarters of information needed to develop various possible alternative accelerated retirement formulas reveals that such information falls into two categories: that which is available in centralized Office of Personnel files and that which is scattered in a number of places and maintained in a variety of systems both in CIA and in other Government files. To get the information in the second category into the centralized Office of Personnel files in such a form that it could be used with already available information to make the analyses which are necessary would require a tremendous amount of costly research. Each person's records would have to be searched separately and records for any one individual might be found in as many as four or five different places. While overseas service with other U.S. Government services or agencies may or may not be of eventual direct CIA interest, it is needful to have this information because the Administration may support an accelerated retirement program for CIA only if it contains such a feature.
- b. The information which is needed at this time need not be certified since it is to be used only for planning and statistical purposes and it is not intended that any accelerated retirement credits would ever be given on the basis of such information. Therefore, it is not believed that there is justification for the time and expense of researching certified records of overseas duty at this time.
- c. There is no assurance that an accelerated retirement program for personnel of this Agency will actually materialize at any time in the near future. However, before any judgments in the matter can be made, it is necessary to have enough information to permit development of various possible alternative plans. This could be accomplished with a minimum of time and expense if Agency personnel could be asked to

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submit their own summaries of the amounts, kinds and places of past overseas duty. This information could then be merged by machine with other pertinent, already recorded personnel information to provide a sound planning base for various accelerated retirement computations. Such a polling of employees could be completed fairly rapidly compared with the extraordinary length of time which would be required to get the same amount of information by research and would give an early indication of the potential magnitude of any accelerated retirement program. If an accelerated retirement program should be adopted, a polling of employees would also serve as a point of departure for compiling certified records for individuals who are approaching an early retirement situation and would eliminate the need for any research of past records for individuals who have stated they have had no overseas service.

- d. Since polling of employees would be of maximum value only if all available information is collected, some means must be found to assure reaching all employees and to assure that the completed questionnaires are returned.

- (1) For people paid from vouchered funds at Headquarters, the payroll insert card with accompanying instruction card (See TAB A) would be practical. Each individual who receives a salary check would, at the same time, receive a questionnaire card with his name and personnel serial number printed and pre-punched. The responsibility for filling out the card as accurately as possible would rest with each individual. The responsibility for seeing that the cards for vouchered personnel are returned securely to the Office of Personnel would rest with the appropriate Administrative Officer.
- (2) Questionnaire Cards unrelated to payroll for people paid from confidential funds would be sent to the responsible Administrative Officer at Headquarters. Since between 20% and 30% of the personnel on the confidential funds payroll are at Headquarters at any given time, the cards for these people would be given to them by the Administrative Officer to be filled out. The other cards would be filled out by the case officer or responsible Country Desk Officer only if all the necessary information is available at Headquarters. In cases where the available information is incomplete, the cards or sterilized requests for the necessary information would be forwarded to the field. If security considerations prohibit this, the cards should be so noted and returned to the Office of Personnel. A draft Agency notice has been prepared (TAB B). This notice fixes responsibility on the Administrative Officers of the responsible components for distribution of the cards within the Operating Components and for return of all questionnaire cards to the Office of Personnel in a secure fashion.

5. CONCLUSION:

- a. Questionnaire cards addressed to employees by name, to be filled out by the employee or a designated responsible officer, offer the most practical, economical and fastest way to obtain planning data for use in working out various potential accelerated retirement formula for Agency study.

6. RECOMMENDATIONS:

It is recommended that:

- a. The Acting Deputy Director, Support approve the obtaining of overseas duty data from employees by use of machine card payroll inserts for vouchered employees; and approve obtaining the same kind of information about employees who are paid from confidential funds from their respective responsible components in accordance with the attached tabs A and B.
- b. The responsibility of conducting a survey to obtain the necessary information and the authority to modify the details of handling questionnaires and supplementary information and instructions pertinent thereto be assigned to the Director of Personnel.

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Chief, Management Staff

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CONCURRENCES:

[Signature]
Director of Personnel

24 APR 1958
Date

[Signature]
Comptroller (Deputy)

24 APR 1958
Date

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[Signature]
Deputy Director (Intelligence)

25 Apr 58
Date

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[Signature]
Deputy Director (Plans)

8 May 58
Date

The recommendations in Paragraph 6 above are approved.

(signed) H. Gates Lloyd

H. GATES LLOYD
Acting Deputy Director (Support)

Attachments:

TAB A and TAB B

Dist: O&L - D/P-2 attach.
② - ADD/S-2 attach.
1 - Compt.-1 attach.
1 - DD/I-1 attach.
1 - DD/P-1 attach.
1 - Mgt. Comeback

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Date